

**California Mental Health
Stigma & Discrimination Reduction Advisory Committee**

BREAK OUT SESSIONS

**IDENTIFICATION OF ACTIONS
FOR
SYSTEMS & ORGANIZATIONS**

FEBRUARY 3, 2009

CALIFORNIA MENTAL HEALTH
STIGMA & DISCRIMINATION REDUCTION ADVISORY COMMITTEE
Tuesday, February 3, 2009

BREAK OUT GROUPS SCHEDULE
SYSTEMS & ORGANIZATIONS

AM			PM		
Round 1			Round 2		
Topic	Facilitator	Graphic Recorder	Topic	Facilitator	Graphic Recorder
1. Mental Health System	Julia	Nicole	1. Mental Health System	Julia	Nicole
2. Mental Health System	Dorian	Christal	2. Medical System	Sam	Kirsten
3. Schools: K-12	Sarah	Ariel	3. Schools: K-12	Sarah	Ariel
4. Media	Susan	Beverly	4. Media	Susan	Beverly
5. Employment	Sue	Kirsten	5. Law Enforcement	Dorian	Christal
6. Housing	Sam	Jodie	6. Law, Public Policy & Legal System (Legal Discrimination)	Sue	Jodie
7. Higher Education	Cielo	-	7. Faith Based	Cielo	-

Continuity Coordinator: Jennifer

GROUND RULES FOR SMALL GROUP WORK

There will be many opportunities for meeting participants to engage group discussion. Participants are asked to adhere to a few key ground rules to allow for productive outcomes.

HONOR TIME

We have an ambitious agenda, in order to meet our goals it will be important to follow the time guidelines given by the facilitator.

USE COMMON CONVERSATIONAL COURTESY

Don't interrupt; use appropriate language; no side-conversations at the table, etc.

ALL IDEAS AND POINTS OF VIEW HAVE VALUE

*During this meeting you may hear something you do not agree with or you think is "silly" or "wrong." Please remember that the purpose of the forum is to share ideas. All ideas have value in this setting. The goal is to achieve understanding. Simply listen. **You do not have to agree, defend or advocate for ideas.***

HONOR ALL PERSPECTIVES

People come to this process from all walks of life and have a variety of rich experiences and expertise to bring to the table. Each person's perspective is valid; no single person has a monopoly on the truth.

AVOID EDITORIALS

It will be tempting to analyze the motives or intentions of others or to judge things. Please talk about YOUR ideas and thoughts.

HUMOR IS WELCOME

BUT humor should never be at someone

else's expense.

BE POSITIVE

Criticizing something is easier to do than offering a constructive suggestion. But criticisms are easy to dismiss, while constructive suggestions provide the foundation for positive change. We encourage you to focus on how existing systems can be improved, rather than dismantled or reprimanded.

BE COMFORTABLE

Please feel help yourself to refreshments or take personal breaks. If you have other needs please let the facilitator know.

SPELLING DOESN'T COUNT

Research indicates that writing on a vertical surface (like blackboards or flipcharts) actually increases the number of spelling errors.

CELL PHONE COURTESY

Most of the participants have demanding responsibilities outside of the meeting room. We ask that these responsibilities be left at the door. Your attention is needed for the full meeting. Please turn cell phones, or any other communication item with an on/off switch to "silent." If you do not believe you will be able to participate fully, please discuss your situation with the facilitator.

California Strategic Plan on Reducing Mental Health Stigma and Discrimination
DRAFT
January 8, 2009

Draft CORE PRINCIPLES

The following core principles shall be embedded in all levels of planning, implementation, and evaluation of strategic directions and actions within the California Strategic Plan on Reducing Mental Health Stigma and Discrimination:

- Implement culturally competent strategies and programs that reduce disparities and reflect the contexts in which people live.
- Meaningfully involve a diversity of mental health consumers, family members, friends, and caregivers.
- Employ a life span approach.
- Address both personal, internalized experiences of stigma as well as public stigma and discrimination.
- Broaden the spectrum of partners involved.
- Use evidence-based models and promising practices.

Draft STRATEGIC DIRECTIONS¹

Reduce mental health stigma and discrimination by focusing on:

Consumers & Families

1. Creating ***inclusion*** and ***equality*** for all consumers and family members to ***fulfill*** their ***life goals*** and ***fully participate*** in their communities and society at-large;

Systems & Organizations

2. Promoting ***awareness, accountability, and changes*** in ***attitudes, beliefs,*** and ***practices*** across systems, organizations, and communities;

The Law & Public Policy

3. ***Enforcing the law*** and ***advancing public policy*** and to promote inclusion and equality, and ***eliminate discriminatory practices***; and

Research & Evaluation

4. ***Increasing knowledge*** through research and evaluation, including community-based participatory research.

¹ These are the initial DRAFT Strategic Directions. Once the actions are further developed, these may be revisited and revised if appropriate.

“Lenses” to Wear in Developing Actions

TARGET POPULATIONS (The Who -- January 14, 2009 Meeting)

- ☐ Children
- ☐ Transitional Age Youth
- ☐ Adults
- ☐ Older Adults
- ☐ Racial and Ethnic Communities
- ☐ LGBTQ
- ☐ Foster Children
- ☐ Homeless
- ☐ Co-Occurring Disorders/Disabled
- ☐ Rural Residents
- ☐ Veterans
- ☐ Other

SYSTEMS AND ORGANIZATIONS (The Where -- February 3, 2009 Meeting)

- ☐ Schools (K-12)
- ☐ Higher Education
- ☐ Medical System
- ☐ Mental Health System
- ☐ Housing
- ☐ Employment and Workplace
- ☐ Media
- ☐ Law Enforcement
- ☐ Law, Public Policy, and Legal System
- ☐ Faith-Based Organizations

Note: Families and multiple stigmas cross all target populations.

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STIGMA & DISCRIMINATION REDUCTION ADVISORY COMMITTEE

Tuesday, February 3, 2009

Worksheet For Use With Workgroup Reference Guide

The Facilitator will also give the full group instructions on using this worksheet.

Instructions:

- 1) You will need to fill out one of these worksheets for each workgroup you will be in today. We strongly encourage you to participate in two different groups over the course of the day.
- 2) Take a couple of minutes to read over the material in the Reference Guide for each of the workgroups you plan to attend, and then answer the four questions below.
- 3) Altogether you will have a total of twenty minutes this morning to complete these. This information is for your own thinking and will not be collected.

Question #1: Themes for Your FIRST Workgroup

Based on the Reference Guide, information you have gained in this advisory group to date, and your own experience/expertise, what major themes or topic areas do you think are important for this workgroup to consider? Feel free to identify more than four.

- Theme/Topic: _____
- Theme/Topic: _____
- Theme/Topic: _____
- Theme/Topic: _____

Question #2: Recommended Action Ideas for Your FIRST Workgroup

List key ideas that you have for possible Recommended Actions for this workgroup topic area. Feel free to list more than five.

- 1.
- 2.
- 3.
- 4.
- 5.

Question #3: Themes for Your SECOND Workgroup

Based on the Reference Guide, information you have gained in this advisory group to date, and your own experience/expertise, what major themes or topic areas do you think are important for this workgroup to consider? Feel free to identify more than four.

- Theme/Topic: _____
- Theme/Topic: _____
- Theme/Topic: _____
- Theme/Topic: _____

Question #4: Recommended Action Ideas for Your SECOND Workgroup

List key ideas that you have for possible Recommended Actions for this workgroup topic area. Feel free to list more than five.

- 1.
- 2.
- 3.
- 4.
- 5.